

planning time, professional growth opportunities and free health care – some of which have been shown to impact teacher turnover in North Carolina (www.childcareservices.org/downloads/NC2003wfreport.pdf).

Typically preschool settings are staffed by teams of three– two staff with university degrees (equivalent to a Bachelor's degree) and one assistant who has extensive education and experience in the field. The teaching team works together to set goals for each child and serve as facilitators, allowing the children to lead their own pathways of learning. As of 2002 the average group size in a preschool setting was 17.4 with a ratio of 5.7 pupils per annual employee.

Diversity in all its forms is supported in the values of the school. Inclusive preschool settings are the norm and are supported with additional staff or fully support children with special needs in accessing the curriculum. In 2002, 44,600 children ages 1 – 5 years enrolled in a preschool or family day-care home had a different first language than Swedish. Ethnic diversity is a fairly recent phenomenon in Sweden, however, stretching social services to meet the needs of persons from many other countries. Today over 10% of the nation's population hails from another country.